



AIR FORCE INTERNATIONAL AFFAIRS Workforce Initiatives N E W S L E T T E R

DEVELOPING THE SECURITY COOPERATION WORKFORCE AND GIVING IT THE TOOLS TO SUCCEED

WINTER 2005

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“The International Affairs Workforce Initiatives are critical to the ongoing success of our mission.”

*Ms. Beth McCormick
SAF/IAPX*

Project Sponsor
Ms. Angela Kravetz
SAF/IAPX

Send Inquiries to
Graduate Studies Program
jleddin@wedgewoodgroup.com

Certification and Career Development Program
Nicholas.hallam@pentagon.af.mil

Visit
www.iaprograms.org
for complete program details!

A Message from Ms. Angela Kravetz

Chief, Human Resource Branch, Plans and Operations
Division Directorate of Policy for International Affairs

Welcome to the Winter 2005 edition of the Air Force International Affairs Workforce Initiatives Newsletter. As Chief of the Human Resource Branch at SAF/IA, I am fortunate enough to see our workforce initiatives from idea to implementation and I can state unequivocally that now is a very exciting time to be part of our workforce. The articles covered in this newsletter speak well to this excitement and provide you insight into both success to date and opportunities.

The Global Master of Arts Program II (GMAP II) update provides you information about current and future students, while providing you preliminary information about how you can get apply for the March 2007 class. A section of the newsletter addresses those individuals that were recently awarded the International Affairs Certification at Level 1, 2, or 3. Their accomplishments speak well of their commitment to our community and allow them to take their place among fellow IA personnel who earned this achievement. If you have not done so already, I encourage you to apply for this program and earn your certification.

Lastly, this newsletter covers a number of other activities such as emergence of the International Affairs Career Field and an updated from Dr. Ron Reynolds at the Defense Institute of Security Assistance Management (DISAM).

I encourage you to take a moment to learn more by reading this newsletter or visiting our website at <http://www.iaprograms.org>. Additionally, if you have not already done so already, please consider applying for one of the programs discussed herein and taking advantage of the opportunities to learn, grow, and develop.

As always, my staff and I are available to assist you in any way possible. If you have any questions or comments, please feel free to contact me at 703.588.8994 or Angela.Kravetz@pentagon.af.mil

Global Master of Arts Program (GMAP) II

Developing Our Personnel

Current Efforts

The inaugural GMAP II class is preparing for graduation. The graduation ceremony will take place on the Tufts campus on Saturday, March 25th at 10 am. Tufts expects the event to get high visibility throughout the International Affairs world and be extremely memorable for all in attendance. The AF has six students in the current class. These students are busy preparing their theses and finishing their last two classes in the program before graduation. As these students prepare to exit, the selected GMAP II class of 2006 begins their studies in March also.

GMAP II students recently attended their second residency. This residency, completed over a two-week period in Washington, DC, provided an intense period of study and interaction for program participants. It also marked the halfway point for the program, as students progress toward their final residency and graduation scheduled for March 2005 in Boston, MA.

Class of 2007 Selection

The Air Force will begin the process of selecting the Class of 2007 for the GMAP II in the summer. To learn more about GMAP II and to apply, visit <http://www.iaprograms.org/graduate.htm> or contact Ms. Jamie P. Leddin at 502-240-0624 or email jleddin@wedgewoodgroup.com.

Certification and Career Development Program Update

Recognizing Certification Recipients and Reinforcing Call for Applications

The Under Secretary of the Air Force (International Affairs) Certification and Career Development Program (SAF/IA CCDP) continues to serve as an effective Workforce Initiative. In support of the Department of Defense International Affairs, Certification and Career Guidelines directive, the CCDP effectively meets the requirement for the Air Force component to develop and implement a program leading to the professional certification of all employees identified as members of the IA workforce.

To date, the CCDP has processed over 450 certification applications, which includes an impressive submission of 101 applications during the most recent IA Certification Selection and Review Board, conducted on 28 January 2005. The IA workforce community has responded in a robust manner as applications have increased in number and quality as both submission and review processes have been honed.

Under the CCDP, workforce members are required to meet the mandatory standards of education, training, and experience in order to achieve each of three levels of certification. In order to meet these requirements, the Air Force has elected to create and implement an IA Certification and Career Development Program. This program allows personnel working throughout the IA community to apply for and receive certification. Additionally, the Program will create a process for individuals to design and develop Individualized Career Development Plans. The CCDP is a critical building block in the efforts to solidify the International Affairs Career Field (IACF), which further

identifies IA core competencies and enables centralized career management and ownership of the IA workforce community.



CCDP information and application details can found on the iaprograms.org website. This website is designed to provide all stakeholders information regarding the design, development, and implementation of the Certification and Career Development Program.

Certification applications are currently being accepted for the 2005 summer Selection and Review Board. IA employees can send their applications electronically to Ms. Angela Kravetz (SAF/IAPC, 703.588.8994) at Angela.Kravetz@pentagon.af.mil or Mr. Nicholas Hallam (Wedgewood Consulting group, Inc., S A F / I A P C , 7 0 3 . 5 8 8 . 8 3 6 6) a t Nicholas.Hallam@pentagon.af.mil. Applications can also be mailed to either Ms. Kravetz or Mr. Hallam at 1500 Wilson Blvd. Suite 900, Arlington, VA 22209.

IA senior leadership has initiated the implementation of a Coding solution to allow both civilian and military certificate holders to annotate CCDP Level I-III completion on their respective career briefs and official personnel tracking documents. The current status and future updates of this coding solution can be found on the iaprograms.org website under Frequently Asked Questions (FAQ).

Listed below are those individuals who earned certifications:

LEVEL I

Mr. Frank P. Ambrose
Mr. Larry D. Anderson
Ms. Paula L. Anderson
Ms. Sheryl A. Baker
Ms. Christina D. Barr
Ms. Joyce A. Baudendistel
Mr. Steven R. Brown
Mr. Jason C. Brunie
Capt. Troy E. Canavan
Ms. Miriam K. Daly
Mr. James E. Dinwoody
Mr. Michael M. Duron
Ms. Bonnie L. Evans
Mr. Steven W. Fairfield
Mr. Edward J. Fitch
Ms. Tracy L. Gallagher
Ms. Julie C. Gammell
Ms. Sheri L. Hamby
Ms. Frances E. Harshman
Mr. Gerald W. Hillman
Mr. Michael J. Howard
Ms. Joyce L. Hurley
Col. Scott W. Jansson
Ms. Kimberly S. Johnson
Ms. Jane E. Jones
Mr. Alok K Khare
Mr. Gary A. Kite
Mr. Robert C. Licano
Mr. Daryl S. Lindsey
Ms. Karen A. Long
Mr. James R. Majors
Ms. Joy B. Martinez
Mr. John McCray

Ms. Tiyette D. McDaniel
Ms. Susan C. Musgrove
Mr. Stephen L. Nelson
Ms. Marsha F. Neville
1st Lt. Flore F. Numa-Durand
Ms. Minerva Pepperman
Mr. David G. Phillips
Mr. Christopher B. Rea
Ms. Sandra J. Richardson
Capt. Khristian A. Scohy
Ms. Martha K. Scott
Mr. Robert S. Shaw Jr.
Ms. Betty L. Shearill
Mr. Donald C. Shelton
Mr. Stephen P Siefke
Mr. Christopher L Slayton
Mr. Sean C. Spencer
Capt. Keith A Stephens
Ms. Sheila A. Stinson
Mr. George C. Torres
MSgt. Richard W. Trujillo
Ms. Norma J. Valerio
Ms. Barbara J. Vance
Ms. Katheryn Walker
Ms. Diana L. Walklet
Ms. Sandra E. Wright

LEVEL II

Ms. Barbara J. Begley
Ms. Christi A. Burden
Mr. James M. Busby
Mr. Mark A. Chase
Ms. Tracey M. Edwards
Mr. Robert L. Floyd
Ms. Clarisse' L. Gales

Mr. Larry C. Grant
Ms. Elizabeth A. Kelly-Teichert
Mr. Brian Koontz
Ms. Teresa L. Kravos
Mr. James L. McGinley
Mr. Michael W. Miller
Mr. Steven R. Miller
Mr. Ray Ohlhausen
Capt. Jens Parks
Mr. Kevin P. Pendergast
Ms. Donna L. Peters
Capt. Giuliano J. Rubini
Ms. Tamie R. Smart
Ms. Beverly K. Spires
Mr. Russell J. Warren
Ms. Rita J. Wisecup

LEVEL III

Ms. Judy L. Bible
Mr. Kenneth A. Bradley
Ms. Frigga S. Brown
Mr. Maximo Delgado
Col. Wayne Foote
Mr. Jose A. Gabilondo Jr.
Mr. Peter Giron-Pagan
Lt Col. Frank Heinsohn
Mr. Charles F. Meixner
Ms. Patricia M. Mulrenan
Mr. Robert R. Perron Jr.
Lt Col. Karen A. Pullen
Ms. Schneata A. Shyne-Turner
Mr. Douglas N. Simmons
Col. Robert M. Stambaugh
Maj. Paul A. Tombarge
Mr. Donald E. Whisler

IA Programs Website Update

Serving As A Conduit For Workforce Initiative Information

The IA Programs website, located at <http://www.iaprograms.org>, contains the most recent workforce initiatives information. It serves as a “one-stop-shop” for workforce initiatives and should be your first source for program information. Website visitors can download certification and graduate study applications, learn about efforts to develop an International Affairs Career Field (IACF), and read SAF/IA job postings.



DISAM Perspective

Insight From The DISAM Commandant, Dr. Ron Reynolds

The key to success of the IA Certification program is the involvement and dialogue between supervisor and employee. I could spend a bit of time here discussing impacts that IA Certification has had upon DISAM over the past year, and there has been a significant impact, especially when you look at the generation of an on-line course for International Program Security (IPS), supplementing an on-site program providing that course that just wasn't/isn't able to offer enough opportunities in the variety of locations needed.

As we look to provide an on-line mechanism for employees to document qualifications/credentials, as well as looking at further impacts upon DISAM, I have to note the importance of the supervisor in the process. Each employee should have a viable performance plan which among other things should document growth within the position as well as education and training programs (from any variety of sources) that will give the employee education and training at the right time for expected professional or technical development or growth. Although there has been some of what may be considered a “mad rush” by some to complete DISAM courses (in addition to IPS) to satisfy certification requirements, I don't consider that to be on a scale to make it a major concern. However, what we have noticed, spread across

the various agencies we serve, is the potential for students to attend advanced DISAM courses without the proper experience to make the course as meaningful as it could be. When this occurs, say in the SAM-CF (Financial Management), we spend more time than allotted in covering basic concepts for those with little to no experience this takes time away from the bulk of the class that is truly building on appropriate experience levels.

DISAM doesn't want to be too specific in requirements for personnel to attend its courses. We do provide some guidelines and recommendations for particular courses, but it is important for personnel to attend DISAM at the right time for them. This is an important concept for supervisors to keep in mind, amid discussions with their employees for DISAM and other education and training programs. Realize as well, that with only four years required in the International Affairs arena to meet the minimum experience requirements for Level III, it may be the education and training issues that preclude the employee from obtaining the next level of certification. I don't consider this unreasonable as the concept of upgraded levels of certification would that those upgrades be accompanied by greater breadth of expertise. If supervisors have any question regarding appropriate timing of DISAM courses for personnel, they can contact DISAM for recommendations.

International Affairs Career Field

A Program On The Horizon

The Air Force is researching the feasibility of implementing an International Affairs Career Field (IACF). When implemented, the program will provide unparalleled opportunities to IA workers and respond to the Defense Security Cooperation Agency's (DSCA) Guidance regarding the development of an internship program.

In the coming months, under the direction of the IA Policy Council, the Air Force will determine the specifics of this program. As information becomes available, it will be posted to the IA Programs website in the 'IACF' section. Please visit the site often to remain abreast of program developments.



www.iaprograms.org

FOR MORE INFORMATION ON THESE EXCITING PROGRAMS AND INITIATIVES VISIT